

Leaflet

Public & Private Workers of Canada

Est. 1963



GOOD WORK
BROTHERS & SISTERS!
We Are Almost There.

2021
START



Spring 2021

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Letter from the Editor:

The Communications Officer position is still vacant. If you are interested in taking on the role please let your National Executive Board member or National office know. We would be happy to have you on board.

The Leaflet is an important tool that allows us to reach out to the membership and keep them up to date on all things the PPWC is doing on your behalf.

In this issue we try to capture life during this Pandemic. We are nearing the end and all of us are weary of the challenges, trials and tribulations we have been enduring. Vigilance over the next few months will go a long-ways in keeping ourselves and loved ones safe until the vaccination program does its job. Please be reminded of the importance of following OH&S guidelines. They can be counted on to keep us safe.

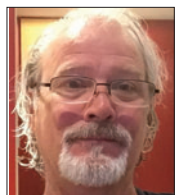
We introduced two new sections this issue, Welcome New Members and PPWC in the News. In future, we may introduce others such as a Q&A section - "You Ask, We Answer". In the meantime, feel free to reach out to any of us should you have any comments/questions or if you would like to contribute any content. We'd love to hear from you and continue staying safe.

Gary Fiege,
PPWC National President

Meet Your National Team



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Signed articles appearing in the Leaflet express the views and opinions of the authors. They do not form local or national policies or procedures. We welcome your feedback, opinions and inquiries.

The Leaflet attempts to give coverage to all locals, and pertinent material will be held for the future if the space is unavailable in the current issue.



WELCOME NEW MEMBERS

We'd like to take this opportunity to Welcome our newest members to the PPWC.

- Bouygues Energies and Services
- Comox, Campbell River Hospital Engineers
- Howe Sound Supervisors

We're happy to have everyone on board. Recently we spent a number of days with Howe Sound in intense and productive bargaining sessions. Following is a letter of introduction from this new member, Adam Gibson, Howe Sound Supervisors.

Letter from HSSP Member - Adam Gibson

It was the fall of 2018, and the staff of Howe Sound Pulp and Paper was invited to attend a rare staff meeting. An earlier email had shared the details of a presentation. The focus of the meeting would be on the changes to salaried staff benefits. We'd all heard rumblings of potential changes since Paper Excellence's fairly recent acquisition of the Catalyst mills; but none of us quite knew the extent of these changes.

The PowerPoint presentation laid out a series of cuts. Reductions in medical and dental benefits, slashed retirement benefits, and lowered vacation entitlements were just the start. Staff members with 25+ year's service, but less than 50 yrs old, took even deeper cuts. Dropped jaws and pale faces were throughout the room. There's obviously a misunderstanding. This must be for all new hires. They can't change our benefits, we have "CONTRACTS." Yeah, that's right, we all have signed contracts – you can't just tear up a contract. We had all carefully looked at these contracts, and weighed the pros and cons, before leaving our current jobs, before moving to this community, and before coming off the floor. Someone shook our hands - we had a deal. The first hand went up with the question we all had: My contract says that I get Answer: Your contract is not worth the paper its written on.

I'd say shock would be a fair descriptor of how we were all feeling. Yes, we still had our jobs and we should be thankful for that. Agreed, we still had our jobs – but what was the point of this exercise? To watch our reaction? To watch how we handled the news, went back to work, and just continued to strive for that next record production day? Could additional cuts be coming depending on how we recovered and bounced back? Should we roll over and accept this treatment... or do we fight back?

The following days and weeks saw a lot of chatter and discussion.



Labour lawyers were contacted, family and friends' advice was sought. There were lots of talks in hallways and offices and there were meetings offsite, trying to formulate a game plan. Dead ends seemed to get hit at every turn. Then a question came up: What about unionizing? Can we do that? How do we do that and where to start? Back to the drawing board we went. The research started and additional calls were made. We heard a lot of questions that made us wonder and we received a lot of answers that worried us. We were now into late fall when a hit came through.

A couple of members of PPWC offered to sit down with us, answer questions, and address any of our concerns. This relationship started at the kitchen table and evolved all the way to the courtroom. They gave attention to detail, they had empathy and they listened to what we were going through. They even answered the endless hours of questions we asked. The time they spent on ferries, in community halls, in courtrooms, and currently in negotiations. Down-to-earth real people, salt-of-the-earth, lifelong friends. Never once persuading us one way or another - just guiding and educating. They've always said: "we're here for you guys. You let us know the direction you want to head." They've stayed true to this.



Members of PPWC, we are eternally grateful. Gary and Rod weren't able to act alone, they required your support. The only thing you were told was there were 37 Canadian workers that were being mistreated and needed help – and you gave your support. You allowed your elected members to follow through on this long journey. Was there a system

in place in British Columbia that allowed a group of workers to go up against a large company at the highest level of labour relations and come out the other side? I would have doubted it. The answer is yes there is and there aren't enough words to express our deepest appreciation for your support. Because of PPWC, we're now able to bargain for a fair collective agreement.

Many many thanks from all of us.

In Solidarity,

Adam Gibson

Member of HSPP Certification



NATIONAL PRESIDENT

Looking back to last year, at this same time; one could only surmise how the world would look one short year later. Yet here we are; and much water has passed under the proverbial bridge. There is light at the end of the tunnel and with vaccines being slowly rolled out, the end to this pandemic may be in sight. Until then, variants are going to keep us on our toes. This will force us to still maintain vigilance on many fronts. Safety as always will be our first priority, for if we fail here, then all could be lost. Further, we have adapted to the world of electronic meetings and we will continue down this path for a while yet. Suffice it to say, that once was, is no longer.

Dealing with the pandemic which, started so quickly last spring and felt like a sprint, has now turned into a grueling marathon. One that has left us scrambling to cope. I am proud to report to you, the membership, that I have complete faith in our organization and leadership to not only keep you, our sisters and brothers safe, but also continue to grow our great little union.

Christina Nelson, our Administrative Assistant gave her notice in mid December leaving us scrambling to find a replacement. We were lucky to find a highly skilled and qualified person and I want to welcome Lara Mickel to the PPWC. Lara started on January 19th and immediately left an impact. She has quickly come to grasp how our office works and offered up insights for improvement. I look forward to working with Lara as we continue the never-ending process of trying to move our office and organization forward.

Local 5's, John Folkers asked us to help the Layfield Group in getting government approval of N95 masks that it manufactures under a temporary Health Canada permit. However, because WorkSafe BC requires NIOSH certification and Health Authorities follow WCB guidelines, Layfield cannot bring its masks to market.

With the onset of COVID-19, NIOSH (an American Standard) has had a backlog of certification requests and because we are not from the U.S., we go to the back of the line. To make matters worse, Canada has been importing millions of articles of PPE from abroad, because of our domestic shortfall. These importers have been given expedited entry into Canada for that reason. Hundreds of thousands of these items do not meet our standards and substandard copies have shown up in our hospitals. Health Canada tracks the hundreds of recalled respirators on its website.

I wrote to the Deputy Minister of Labour (oversees WCB), Trevor Hughes in an effort to get the government to understand the issue at hand. Unfortunately, I felt like the guy going to my mechanic, stating the engine won't run and them asking if I checked the air in the tires?

Ultimately the government has indicated they are not changing the law and we need to follow the submission process imbedded in the system to enact change. Meanwhile, we have seven members laid off, the potential for further development of PPE manufacture on hold and Canada continues to be held hostage to foreign PPE manufacturers.

Peter Merkley and I continue to do our best in looking after the members of Local 18. Over the last year, we initiated talks with Canfor on the re-start of our shuttered mill. We spoke of all the reasons the mill was closed as being resolved. Even in record markets, Canfor refuses to start the mill, stating they would lose their leverage with the government if they did. This inaction caused Peter to file a section 104 grievance (declaring the shut down as permanent, enacting severance provisions in the CA) which provides for expedited arbitration to resolve. We attended mediation in January that turned out to be nothing more than a stall tactic. We have spent a few days now at the arbitration and the company continues to play games, not supplying relevant documents, witnesses unavailable and general delay tactics.

We met with John Allan (deputy Forest Minister) on January 7th to voice our growing concern around the Timber Supply Area Review currently underway in the Mackenzie area. We iterated our apprehension that players at the table are holding the government, the community, our members and the people of BC hostage in an effort to get the relief of costs being sought. We spoke of not being in a coalition that was not ethically driven and we did not want to be seen as complicit with that approach. In early March, Canfor resigned its position as a coordinating Leader which allowed myself the re-engage with the committee.

I was pleasantly surprised when I asked for an audience with the new FLNRORD Minister, Katrine Conroy and was replied to immediately with a date and time the following day. I spoke at a high level to the issues at hand as Katrine was new to the portfolio.

Items covered include, the bridging to retirement program, log exports, implementing UNDRIP and the Old Growth report, the TSA discussions, relief for Mackenzie and finally overall stability in the landscape. She was very well versed in forestry issues and I believe will do a good job if allowed to be bold. Bold, being something the bureaucrats do not like.

Cam Shiell and I met with Andrea Innes and TJ Watt of the Ancient Forest Alliance to go over mutual interests and the Old Growth Strategy report revealed by the Government. We committed to getting an op-ed out and worked together to that end.

Cam and I also met with Dr Charlene Higgins of the First Nations Forestry Council. Cam set this meeting up to start the dialogue around getting indigenous youth prepared for entry into the forest industry.

**Stay
focused,
safe and
upbeat.
Together
we got this!**

As Western Forest Products will need to replace a significant portion of its aging workforce over the next few years, we offered up Cam Shiell and the work he has been doing with the First Nations Forestry Council to help fill the void and give First Nations youth the skills to fill these positions.

Ben Parfitt and I met a few times in efforts to get our submission to government in time to oppose the potential tenure swap in the Fort Nelson forest region. After this submission was received, we then put pen to paper one more time. This letter was sent to the Fort Nelson Regional District, the town council of Fort Nelson and to the Fort Nelson First Nation.

On March the 2nd, Rod Gallant, Adrian Soldera and I, met with Western Forest Products to go over the financial results from the last quarter. There was much good news from Western in relation to financial stability. They have come out of the USW strike very well and have paid down their debt substantially. Western is trying to build its brand for the consumer. Rod spoke of our involvement with FSC and how the two groups could align to help each other out.

Over the last number of years, we have had discussion around developing PPWC benefit and pension plans outside of or concurrent with our pre-existing plans. This would give us the option of putting in new entrants who currently do not fit into the criteria we have set for our current plans.

Chuck LeBlanc, Kelly Johnson, Vince Lukacs, Jon Hawkins and I met a few times over the last few months in preparation for our next wage caucus joint meeting. We sent our Bill 8 items to Christopher Foy to get a legal opinion on the new legislation and how it fits with our collective agreements.

In early March the joint PPWC, Unifor Wage Caucus meeting was held. The wage delegates of both unions debated and voted on items to include in the agenda to be forwarded to the targeted company at the agenda exchange. Our contracts are set to expire on April 30th, midnight.

Much work has gone on in our office in preparation for multiple bargains, either starting or carrying on. The Supervisors collective bargaining has had a slow start. After the appeals were exhausted at the Labour Board and the certification was indeed ours, we got down to building our Agenda/ collective agreement. On December 7th, Rod and I presented to the company. We had planned on bargaining that week, however due to Covid and the fact that we presented the company with an 80-page document to consider, we broke off negotiations until the second week of January.

We have met a total of six days but the company is completely unprepared and wasted large amounts of time. With the continuation of the health orders, bargaining was postponed again. Tentatively we will meet again on April 22-23 and the following week.

Rod and I met with the group of up island hospital workers after receiving a draft collective agreement put together by the company. Although we appreciated the effort put forward by the company, they only got two things right, namely our unions name and term length. We met with two of our elected

delegates and put together our version of a realistic collective agreement. We are set to meet with the company on April 7th and 8th.

Todd Smith and I attended the virtual Confederation of Canadian Union labour school and Executive Board meeting, held on February 19th.

Dr. Stephanie Ross did a presentation on the "Promise and Challenge of Social Unionism". In it she challenged us on what kind of union we are; Business Union model or Social Union model. Things in life are rarely just as simple as two choices and this is true here. There can be a mix of both and they could either be opposing or can coexist with core values. She touched on many items during her presentation including; racism/white supremacy, the pandemic, climate, growing inequality, and dwindling bargaining power.

Some questions to ponder:

- What kind of union do we want to be?
- Are we clear about our values?
- How do we bridge the gap?
- Can we replicate the past?

Kelly Johnson, Mike Belanger, Scarlett Farquier, and Leanne Shumka should be commended for their leadership through these trying times. It makes me proud to stand with the CCU as we all put our membership needs at the forefront of everything we do.

It has been an extremely tough four months since our last Leaflet came out. All of us are feeling the strain. When we finally break out of this pandemic, finalize some collective agreements, and move into summer, we will be in a great place.

I am proud of all the hard work not only of you our members who put yourselves at risk to produce the products needed but also to all the Locals, officers, and staff. Thank you for all your support, not just now but throughout my tenure in this union.

Stay focused, safe and upbeat, as together we got this!

In Solidarity,

Gary Fiege, PPWC National President



Image from: *We Can Protect Old Growth Forests and Forestry Jobs at the Same Time* (Gary Fiege/Andrea Inness) Vancouver Sun, March 28, 2021

NATIONAL 1ST VICE-PRESIDENT

I hope all have had a healthy winter physically and mentally along with some opportunities of what we remember as normality. In Vancouver, it has become a masked society as all of us continue to do our best to move business as usual. There have been a few changes since our last Leaflet in December. Christina gave her notice just before the Christmas holidays which left Gary, Rod, and me with some concern as we knew after the new year, we had between us six or seven collective bargaining agreements scheduled. We also had our leased space kitchen project, some new potential organizing groups (Rogers Sugar) and myself, setting up an on-line Shop Stewards course as well as a plethora of other operational tasks to be completed all while in COVID-19 protocol rules and restrictions.

So, the day after New Year's break Gary, Rod and myself having previously and meticulously looking through dozens of applications, we began the interview process, interviewing several candidates most of all that week. We then discussed each one individually and short-listed to three (3) candidates. On Friday, we brought forward to you via Zoom, the candidates and discussed terms of the new hire. We then conducted our second round of interviews. Gary followed up on the candidates references, we deliberated once more and chose the best candidate for the role and welcomed Lara Mickel to the PPWC.

National Office Maintenance and Repairs/Downstairs Lease

Before Christmas, I called a contractor in to give us an estimate for a kitchen/lunchroom for the newly renovated leased office space. The estimate would require finding the hot and cold-water supply and drainage then plumbing it to the space new cabinets, sinks, taps, dishwasher, fridge, and



microwave. Also, to be included was the installation of 4 new electrical circuit breakers and run wiring to the space for 3 GFI plugs and hard wire the dishwasher. The quote came in at \$16,000; so Gary and I decided to subcontract it ourselves. I coordinated the plumbing and electrical, Rod ordered the appliances, Gary bought the microwave and I went to Ikea and ordered the cabinets and countertop. Gary and I then got to work building the kitchen. By doing it this, we believe we saved approx. \$8,000. Pictures of the new kitchen to be supplied by the timing of NEB.

Local Involvement

With our new administrator's ability for document conversion, Lara has converted our old Shop Steward hard copies into a digital Word format, updated and modernized the Shop Steward PowerPoint presentation creatively and prolifically that our first-ever "online" shop steward's course will be ready in mid-March. I am highly motivated to take this on for Local 9 on March 16th. I am sure it will need some tweaking but in my "in between" moments I am practicing the course for Zoom. I would like to express my extreme appreciation for Lara's efforts including putting together the bargaining manuals and all other tasks she has taken on so early in the position.

I continue to assist Local 5 with some of their healthcare sites as things are especially busy because of COVID-19 and companies are taking advantage of this.

Local 8 Young Workers Committee has asked if I have any information I could send that could help them with their outreach efforts. As I do a reboot of my course information, I should have something I can share. As you all know, I am available all days of the week. If anyone needs me for anything please never hesitate to call.

Closing

What more can I say other than hang in there. With the grace of God or just the passing of time and our efforts, we will see an end to these dark and lonely days. The sun will shine upon us soon. We will have a clear picture of where our union needs to be and I believe on the other side of this, our union and our message will be sought out. Please all stay safe, be well, be kind, and be patient!

In Solidarity,

Todd Smith
PPWC National 1st Vice-President





NATIONAL 2nd VICE-PRESIDENT

Dear Brothers and Sisters,

It's nice to see some more sunshine as Spring approaches. Flowers are starting to come out of the ground, depending on where you live, and more people are out and about walking the trails and walkways. We have endured a tougher than normal world this past winter. The one thing I noticed is that so many people are out walking and with the new world we are living in, it's great to see.

The Pandemic is sure taking its toll on everyone. From the workplace to the members' homes, it has made us look at things so differently in every way. We are easy to blame everything on the Pandemic. Change does not sit well with some, making it even more difficult. I hear a lot now of people saying, myself included, I cannot wait till this is over. With vaccinations rolling out slowly, be patient, your turn will come. The one thing I don't see is mask wearing disappearing anytime soon. It's so important not only for your health but for the health of your families, friends, neighbours, work-mates and the general population to wear a mask to help slow down the spread of this. No one wants to lose a family member or friend to this brutal virus.

Since we last met, we have had to change the way we operate at work. We changed the office around and us Island Officers are rarely there. Last December when they changed the rules around the ability of traveling between health authorities it made us change once again. We are doing more work from our homes or Local's office.

We also have had office staff changes with Christina moving on to different pastures and Lara Mickel joining our team. She comes with a wealth of experience and knowledge and is a great addition to our team.

It's also great to see all the hard work Todd Smith, our 1st Vice has put into the transformation of our rental office space. With the new tenants now moving in, it will be great to see some income from this space after the hard work that went into it. Awesome job Todd!

We have begun to bargain on a few contracts. Gary and I are working with the Howe Sound Supervisors and the Comox/Campbell River Hospitals on bargaining that began at the beginning of March.

John Folkers, Local 5, has stepped up to help us bargain agreements on the Lower Mainland. With very little travel allowed and other bargains going on in the Lower Mainland, this has helped with the load from all our newest members joining our great organization.

With John's vast knowledge at the bargain tables, he has been able to bring our 1st Vice, Todd Smith's skill set to an even higher level in bargaining. John and Todd are putting a lot of time and effort into getting the best agreement they can during these turbulent times. It's awesome to see everyone stepping in to help where they can.

With a very busy Spring ahead for our team at the National office, I look forward to welcoming more members and doing the work on behalf of these members. Once the Pandemic travel rules change, we will be able to get out to the Locals, see the members in their workplaces to meet and listen directly to the members themselves.

Stay safe, stay healthy and wear your mask out there, not only for yourself but for everyone's health.

In Solidarity,

Rod Gallant

PPWC National 2nd Vice-President



SECRETARY- TREASURER

Hello Brothers & Sisters,

I hope you and your families have been safe and healthy during these very trying times. Here we are, well into a new year and there is light on the horizon with the vaccine now on the scene.

Due to Covid, the Audit Committee last few meetings were postponed. A meeting had been scheduled for April 12-14 and we will be going over three quarters worth of expense vouchers and reviewing finances against budget. However, because of the restrictions put in place as of March 29, it was decided to reschedule the audit meeting to the tentative date of May 26.

I look forward to meeting with the Committee in person soon and meeting with all of you in the hopeful near future.

In Solidarity,

Ryan Grier

Secretary-Treasurer

ENVIRONMENTAL SUSTAINABILITY

Greetings Brothers and Sisters,

I hope you are all doing well as we work through this new way of living!

I am currently working on gathering emails to start an on-line working group. This group can consist of any PPWC member who wants to learn and attend various seminars and events we as group will find valuable. From workplace environmental issues, forestry, climate change and any other relevant suggestions you may have. I really want to leave as open for your ideas as possible to encourage involvement from all locals. It'd be great to start connecting with those members from some of the Locals' elected Committees. This is a great opportunity to take in many of on-line seminars and events available.

Coming soon to all members is a letter writing campaign to the NDP government asking for them to take action in the forest industry so it is sustainable for future generations. I will conduct a Zoom call, open to all, to explain how this will work and the message we will send out. We can discuss any changes needed and I will answer any questions you have. For your interest, below is an op-ed piece by our own PPWC President, Gary Fiege and Ancient Forestry Alliance, Andrea Inness.

I am always looking for suggestions and involvement from all locals, members, and the communities we work in. So, please feel free to reach out with ideas or events you'd like me to look in to.

Stay safe and healthy.

In Solidarity,

Cam Shiell

We Can Protect Old-Growth Forests and Forestry Jobs at the Same Time. In Fact, This is What the BC NDP has Promised.

April 30th will mark one year since the BC government received the Old Growth Strategic Review (OGSR) Panel's report, its blueprint for a paradigm shift in BC's forest sector. One that, if fully implemented, would protect remaining endangered old-growth forests, advance reconciliation with First Nations, and chart the transition to a value-added, predominantly second-growth forest sector in BC.

The new Forests Minister is adamant forestry workers and communities be supported while any changes in the sector take place. She's right, and there's still work to be done to understand and address the socio-economic impacts of

the OGSR's recommendations. But the Minister must first acknowledge that continued reliance on BC's dwindling old-growth resources is neither sustainable nor responsible and does no favours for forest-dependent communities that can and must diversify before the province's old-growth stands are depleted.

She must also acknowledge that status quo forestry is already undermining community resilience and failing to safeguard forestry jobs.

In the last two decades, roughly 55,000 forestry jobs have been lost and more than 80 mills have closed. The reasons for this are complex, but on the coast, it's resulted from decades of short-sighted government and industry mismanagement; historic overcutting of valley-bottoms with the biggest, most valuable trees; diminishing returns as productive forests become costlier to access and trees become smaller as fallers move higher up the valley slopes; a failure to retool mills to process smaller and second-growth trees; and the export of massive amounts of raw, unprocessed logs overseas.

The major forestry companies aren't the job creators they tell us they are. Instead of planning for the future, they're managing for decline. Once BC's highest value forests are exhausted, they'll move on, leaving shuttered mills and economic hardship behind. It's up to the BC government to course correct and deliver the paradigm shift it promised while providing meaningful support to those most impacted. But nearly a year since the OGSR report was completed, there's no sign of the transition plan the province was meant to have completed within six to twelve months.

This isn't for lack of opportunity. Forest workers have long been calling on the province to curtail B.C.'s raw log exports, which ballooned to an unprecedented average of almost six million cubic metres a year between 2015 and 2019, taking good-paying jobs with them. After vowing to curb raw log exports while in opposition, the B.C. NDP government must now translate their intentions into action.



The NDP could also develop regulations and incentives to facilitate a shift to value-added, second growth manufacturing; retrofit B.C. mills to accommodate the changing forest profile; and support innovative wood processing technologies — well beyond its mass timber initiative — to build the forest sector of the future, one based on getting as much value out of B.C.'s forests as possible to generate sustainable jobs while reducing the AAC (annual allowable cut) and protecting at-risk old-growth.

And where it's not yet feasible to fully switch to second-growth harvesting, the province must work with municipalities and First Nations to diversify local economies by aggressively pursuing value-added wood and other manufacturing capabilities; sustainable, alternative natural resource development opportunities; cultural and ecotourism; ecosystem restoration; and more.

At the same time, logging deferrals in the last 2.7 per cent of B.C.'s at-risk old growth forests are urgently needed to create the "solution space" required to develop long-term conservation and forest management strategies while ensuring productive old-growth is still standing when all is said and done. Allowing these last low-elevation ancient forests to be logged while developing a plan for how to best manage them would be reckless and inexcusable.

A critical key to "unlocking" opportunities for additional deferrals, economic transition and long-term old growth protection is funding. By allocating funds in the 2021-22 budget to alleviate the economic pressure faced by many First Nations — thereby making logging deferrals an economically viable option — and to support Indigenous-led land use planning, the province would advance reconciliation and Indigenous self-determination while safeguarding high-risk old growth forests.

Subsequent budgets need to then support conservation financing for First Nations and the creation and stewardship of a large, interconnected network of Indigenous Protected Areas that safeguards at-risk ecosystems and perpetual access to cultural resources like monumental cedar, medicines and salmon.

Finally, B.C. needs to start bringing its laws and policies into harmony with the UN Declaration on the Rights of Indigenous Peoples, as it set out to do under the province's 2019 UNDRIP legislation, including those relating to land use, forestry and other resources sectors.

Those with vested interests in the status quo will continue to pit old-growth protection against the need for jobs, but they're ignoring the reality that there are many solutions available that support forest-dependent communities while addressing the ecological and climate emergencies we all face.

It's critical that these steps — all necessary to ensure the successful implementation of the OGSr's report — be undertaken fully and simultaneously. British Columbians will not accept half-measures or tinkering around the edges of the complex issues facing B.C.'s forest sector, endangered

ecosystems and communities. Yes, more analysis and consultation is needed to steer the forest sector in a new direction, but there is no time to waste either. Now is the time for the B.C. government to be bold.

A link to this article on Vancouver Sun is available on our PPWC Website as well, you can check the Ancient Forestry Alliance website (ancientforestryalliance.org) for this article by Gary Fiege/Andrea Inness and other material on the subject.



I am getting organized to have a JOHS meeting by Zoom with JOHS members from the Locals, to be held in the near future. The format will be a "meet and greet" with all members and get a sense of future training ideas and types of training your locals might be interested in.

If there are any items that your local would like to discuss at the JOHS Zoom meeting, please forward those items along with a brief description and I will add it to the agenda.

Any ideas you might have for the upcoming Safety Conference and when best to have it could also be discussed at the JOHS meeting.

At the Local level, there are some WCB and WI cases that could require an appeal to be filed. These cases are in the early stages and we hope that they will be solved without proceeding to an appeal.

As this pandemic continues, the toll it is taking on people's mental health needs to be kept in check. If you or anyone in your family, friends, or co-workers are experiencing a difficult time, please stay in contact with them. If you feel more help is needed or you are concerned, contact your EFAP program or trained resources to get involved.

At present, the general feeling is a bit brighter than it was a year ago as we work towards a vaccination schedule. But we still have a ways to go before its life back to normal as we know it. In the meantime, please follow the safety guidelines of your workplace.

As always and especially now, we need to look after ourselves, our families, our friends and co-workers.

Continue to be safe and have patience.

Barry Touzan,
Occupational Health & Safety Officer

REMEMBER TO BE SMART

STAY home if sick - **MASK** up - **AVOID** large groups -
REFRESH indoor air - **TEN** feet apart is better than six

A WORD FROM OUR LOCALS

LOCAL 8:



Hello Brothers & Sisters,

I hope that everyone is healthy, and things at your respective locals are going well. We were all hoping for a better year in 2021 and it is finally here. So far things seem much the same as last year, especially with new lock down measures coming into play. However, vaccinations are being rolled out and there is finally a bit of light at the end of the tunnel. We have come a long ways over the past year and it seems like there is only a little bit farther to go before some normality can be restored in our lives.

The local has been very busy as of late with a number of our certifications preparing for, in the middle of, or just finishing up bargaining. It seems as though once one finishes up there is another one ready to prepare for.

We would like to welcome the North Island Hospital Workers as well as all the other new members recently hired into our certifications! Our certifications have been running at full capacity as lumber and pulp prices have soared over the past year. This has been great news for our local as we have been able to expand our workforce and been very fortunate to continue working during the pandemic. This has only been possible through the hard work of all our members as they continue to show up, work hard, and follow safety policies and procedures during these troubling times. Due to the huge increase in production, as listed above, a large number of new workers have been hired throughout our local. It is great to see so many new and young workers joining our membership and getting involved in the industry. We need these new and young workers to pick up the knowledge, skills and abilities that our more experienced senior workforce holds in order to ensure that they, and the companies they work for, are successful both now and in the future.

Late last year Covid put a stop to our in person union meetings due to rules and regulations put in place by the government. We didn't have meetings for a few months but after some discussion and organizing we were able to set up online Zoom meetings earlier this year. We have now had a few meetings on Zoom and the feedback from the membership has been really great and the meetings have been going well.

Up to now we have only had confirmed Covid cases at one of our certifications. We have had two confirmed cases at this site, the first being back in February and the most recent one being at the end of March. In both cases the situations were acted upon swiftly and fortunately no one else was infected.

Last year was quite a wild year but we got through it together.

You might remember your parents or grandparents telling you that some things in this world are never going to be easy and I think last year really emphasized that to everyone. I hope that everyone stays healthy and safe, is thoughtful of others, and together we will beat this.

In Solidarity,

Ryan Tysowski,
2nd Vice President

LOCAL 9:



Hello everyone, from Prince George. I hope everyone is doing well, are ready to be done with winter and ready for the warm weather season.

Things at Local 9 are pretty quiet with Covid-19 and everyone being at home. The members at the Pulp Mills are working diligently to get themselves ready for the upcoming negotiations.

As most of you must have heard by now, Local 9 lost Len Shankel, one the founding members of our Local and a long time President. Len was a wealth of knowledge and was always willing to share his knowledge whenever anyone asked. Len will be sadly missed!!

I hope you all stay safe and healthy. Do your part and mask up and social distance.

In Solidarity,

Ron Richardson
Local 9

LOCAL 15:



As of writing this, we here at Local 15 are still waiting for the Company to roll out the new program on Bullying and Harassment based on the surveys they had received last fall. Approximately 150 of the 280 mill-wide employees took the survey so slightly over fifty percent of all employees.

We had a decomposition in the CIO 2 generator in the beginning of February which resulted in a mill-wide evacuation and I am happy to report there were no injuries. There was a DCS/PLC failure which took down our TG and the thought at the time was it may be damaged but after inspection, all seems fine and we are now back up to rate.

Our annual shutdown is just around the corner in May. With what seems to be no hope for us to be vaccinated before then, it is making a lot of people very nervous with Covid and its variants out there.

In Solidarity,

Gregory Ball
President

LOCAL 18:

Local 18 has been very busy despite the Canfor Mackenzie division being indefinitely curtailed since June 2019. We are still waiting on the award/remedy for the Section 54 and our arbitration regarding the issue of severance to determine whether this should be a permanent closure and not an indefinite closure. This will likely continue into May.

We are now down to 39 members from 200 on the seniority list with only 5 actively working.

Local 18 would like to give a big thank-you to Gary and the National for their ongoing support.

In Solidarity,

Local 18
Mackenzie, BC

MEMBERS ENGAGEMENT COMMITTEE

CCU – February 2021

At the 2019 PPWC Annual Convention in Castlegar it was put forward to form a new national committee whose focus was to engage young workers and encourage them to become more interested and involved in our union. We need to see that the decades of hard work and battles won do not get lost when our current leadership retires. We need the young people to take the torch that will soon be handed to them and keep it lit for those who will follow. Sounds simple to those of us who are already involved and already see the invaluable role our union plays in our work lives. To us it's a necessity. To a new worker that is still in the gratitude mode of having a great new job, they may not see the need for the union. Busy lives tend to take precedence until an employee runs into one type of challenge or another that requires engaging a shop steward or worse yet, they find themselves in HR with no representation.

Through committee discussions, we have decided to start where the members see as the only logical square one: education. We are currently working on an educational presentation that can be used by the locals as an introduction to the Public and Private Workers of Canada; A short history of our union, the structure of the union and how the national supports the locals, how locals are run, and how members can be part of the greatness!

The committee's hope is that locals will form their own like committees and use the presentation to 'indoc' all new members resulting in a keen interest in the activities of the union and willingness to become involved.

Once the committee feels a good foundation of education has been laid, they will move on to other aspects of engaging members through other means. There have been a few brainstorming sessions where we have shared some great ideas on what direction we will take this in and hope to have some exciting things to share in the next year! We welcome input and ideas from others who have already started down this road and have made progress in this area.

If you have any advice, suggestions or would like to share some of your experiences with engaging members, please send me an email: buckley9@telus.net

I will be happy to share your ideas with the committee.

In Solidarity,

Cheryl Buckley
PPWC Members Engagement Committee

**Get
involved!**

IN MEMORY

LEN SHENKEL



LEN SHENKEL (1937-2020)

We are happy to welcome new members, but sadly we say goodbye to others. With fond and loving memories we pay tribute to Len Shankel, a proud member and past President of PPWC Local 9 (1937-2020).

Following is a Message and Tribute from Local 9 President, Chuck LeBlanc.

Hello All,

It is with a heavy heart that we announce the passing of Len Shankel. Len was a long time President of Local 9 (32 Years). But he was more than that. Len was a giant in the labour movement. He, along with a few others, help lay the groundwork of the present day PPWC. He was one of the early members who saw a need to break away from the International Union. At one point in this struggle Len along with 4 other Local 9 members were fired from the pulp mill, at the urging of the International Union because of their attempts to break away from International. In true PPWC fashion, the members of Local 9 banded together and supported these 5 brave men, financially and in solidarity, till they were re-instated and our Local was born. Not only our Local but the Independent Canadian Union which we all know as the Public and Private Workers of Canada (PPWC).

Len was a passionate union man. He fought for what was right and did it selflessly and without hesitation. Even after his retirement Len would help out at a moment's notice, whether

with family, friends or down at ECRA. Len was a fixture most weeks down at the Union hall having a coffee and seeing what was shaking! He loved to hear what was going on out the mills. He would listen, give advice when needed but most importantly connected us, the caretakers of this great Union and Local, to our predecessors who fought long and hard on the picket lines and on the shop floors to ensure our members had a say in their worksites. Never forget the benefits we all enjoy today were fought for by these great men and supported by the members of this Local. Our companies did not give these benefits to us out of the goodness of their hearts. They were fought for and earned!

Len was very proud when we named one of our bursaries after him. The Len Shankel Continuing Education Bursary was large part of who Len was. He said many a times that it was the utmost importance of our Local to ensure we trained our members to look after their affairs on the shop floor and with the company. Education was key!! It only made sense when the Local was looking at bringing our bursary administration in house, that we recognize Len for his accomplishments, and pay his philosophy forward to our kids, grand kids and families.

We would like to extend our condolences to Len's children, Lavona and Jason and the rest of the Shankel family. Our hearts and prayers go out to all of you. Rest in Peace Brother Shankel. You will be dearly missed and never forgotten!

In Solidarity,

Chuck LeBlanc
President, Local 9

PPWC National sends its condolences to the Len Shenkel family and acknowledge Len's great union contributions and efforts made for the betterment of all.

Gary Fiege,
PPWC National President



Len was involved in the negotiations for the Industry's first Employee Assistance Program.



Wilf Solonas, Stu Hayne, Len Shankel, Labour Day Picnic 2019

Canada's COVID Vaccine Delivery Failure – Three Decades in the Making

Feeling concerned that you're never going to get your COVID vaccine shots? You're not alone.

Recent polls show that 7 out of 10 Canadians say they're angered about the vaccine rollout, with 51% saying they aren't confident the government will meet its objectives to vaccinate all Canadians who want a vaccine by the end of Sept. 2021.

When it comes to the number of COVID vaccinations per 100 people, Canada now ranks 55th out of the entire world, just beating out Kuwait, Brazil and Bulgaria, and we're still trying to catch up to Qatar and Croatia.

But this problem isn't recent. It was decades in the making.

The CCU has made recent calls for the creation of a public, universal pharmacare program through our online petition and supporting efforts by the federal New Democratic Party to pass legislation on the issue. But it goes back much farther. In 1970, CCU delegates passed a resolution at our national convention calling for the extension of Medicare into "drugs, serums, vaccines and all requirements of public health."

Unfortunately, none of this came to fruition, and Canada remains the only country in the industrialized world that has a public health insurance plan but not a national pharmacare plan – and the results speak for themselves.

Years of Conservative and Liberal Party leadership in Ottawa relied on more than three decades of privatization, deregulation and corporate "free trade" agreements that sold off our drug and vaccine productive capacities, even though much of the pharmaceutical research in Canada is, ironically enough, still produced by taxpayer-funded, government investments (mainly through the federal Canadian Institutes of Health Research and our publicly-owned universities) which stand at approximately \$1 billion each year.

Those in the labour movement and other progressives warned that so-called "free market" policies would create an atmosphere where pharmaceutical giants would "take the money – and the research – and run," and that's exactly what happened.

When it comes to COVID vaccine research, pharmaceutical corporations with laboratories and head offices in the United States (Pfizer, Moderna and Johnson & Johnson) or Europe (Oxford-AstraZeneca and Janssen Vaccines) are far more beholden to the interests and demands of those governments than Canada's, especially since they received tens of billions of dollars of taxpayer-funded research from those governments to develop the vaccines there in the first place.

Canada's branch plant economy problem is now showing its colours in COVID vaccine production –

namely, that we don't have any. It's a major reason, although certainly not the only one, why Canada is among the last on the list to receive vaccines from other countries throughout the world.

So much so that Canada is now one of the very few rich countries whose federal government decided to draw on the supply of COVID vaccines meant primarily for much poorer, developing countries, an utterly disgraceful and contemptible choice made by Trudeau in early February.

This begs the question: if Canada is a leading global hub for pharmaceutical research, along with one of the most advanced, educated populations in the world, especially in the field of medicine, why can't Canada create its own domestic capacities to research, produce and market drugs and vaccines here that everyone can afford?

This, of course, brings us back to step one: the creation, once and for all, of a universal, publicly-owned, pharmacare program. But this took a major blow recently when NDP MP Peter Julian's Private Member's Bill establishing Pharmacare for All was voted down in the House of Commons, with almost all Liberal, Conservative and Bloc MPs voting against it.

It may surprise some Canadians to know that we once had our own publicly-owned research facility, Connaught Laboratories. Founded in 1914, it developed a world-leading research capacity, with contributions to some of the biggest medical breakthroughs of the 20th century, including penicillin and the Salk and Sabin polio vaccines. It also played a central role in the global eradication of smallpox in 1980, which saved an estimated 200 million lives around the world since then.

But of course, this wasn't good enough for Prime Minister Brian Mulroney, who privatized it in 1985, and it was later purchased by French corporate conglomerate Sanofi.

So while Canadians argue with each other over who to blame for our stunningly poor COVID vaccine delivery, whether it's the federal or provincial governments or the pharmaceutical giants themselves, we should look at the real culprit: over three decades of privatization, deregulation and corporate "free trade" that got us into this mess in the first place.

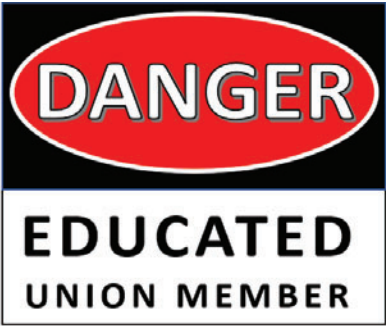
The CCU members who debated and passed that resolution in 1970 must have had a crystal ball, but even they could never have expected something like COVID 19. Sadly, many of those heroes are no longer with us, but they're looking down on us and smiling, because it's really nice knowing you've been consistently proven right for over half a century.

Sincerely,

Kelly Johnson

President, Confederation of Canadian Unions
250.365.5309 | contact@ccu-csc.ca

SHOPS STEWARDS' CORNER



PPWC 1st Vice President, Todd Smith, recently hosted the first virtual Shop Stewards' course for Local 9 where 10 members participated with some members connecting from home. Course participants increased their effectiveness as Shop Stewards' by gaining confidence, skills and knowledge on the role of the Steward, developing familiarity with the Collective Agreement and increasing their ability to represent members.

What is a Shop Steward: The Shop Steward is elected by his/her peers to represent them in dealings with management.

Role of a Shop Steward: Advocates on behalf of members, works within the Collective Agreement understanding its relation to members, making improvements when/where necessary and acts as organizer uniting members and helping them develop.

The course covers:

• <i>Role of unions</i>	• <i>Rights and duties of a Steward</i>
• <i>Knowing the difference between a grievance and a complaint</i>	• <i>How to investigate a present grievance</i>
• <i>Practice using the Collective Agreement</i>	• <i>Developing Strategies for complaints and grievances</i>
• <i>Writing a formal grievance</i>	• <i>Investigating and acting as advocate in a grievance hearing.</i>

Our first virtual course went well but as with all firsts, we learnt that more time would be necessary to adequately and comfortably cover all required course content.

Next up for the Shop Steward online course is Local 2 on April 19th. Any other Locals who would like to schedule a Shop Steward course or a refresher course, are encouraged to submit a request to National@ppwc.ca.

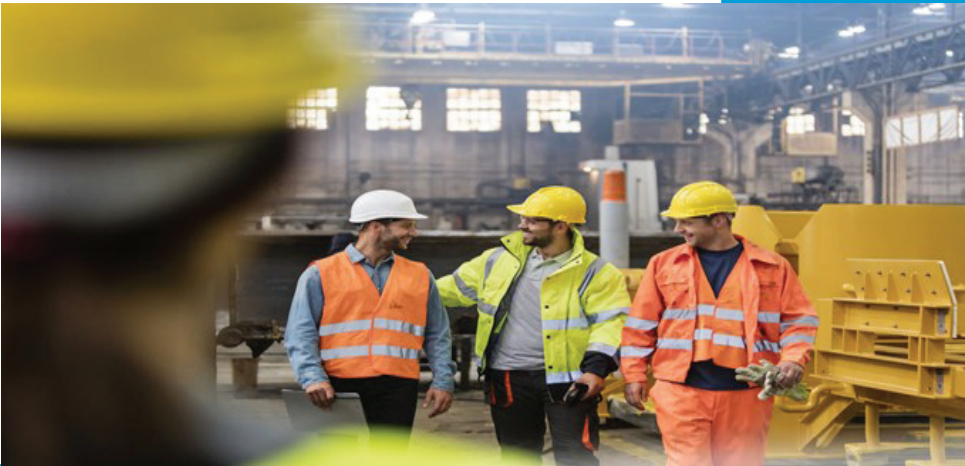
Also, National will be ordering some of the Shop Steward stickers, please let us know if your Local requires any.

Todd Smith
PPWC National 1st Vice-President

Tell us your story!
Write to your union!

Articles should be between 250 and 700 words in length. Please submit any relevant graphics with your article

Please send your articles to national@ppwc.ca



CONGRATULATIONS BURSARY WINNERS



ANGUS MACPHEE MEMORIAL BURSARY

This year's awarded recipient is: Angela Ramwell.

Angela Ramwell is enrolled in the Registered Massage Therapist program with Camosun College. Angela's love of sports both as participant and fan, drew her to the profession as well as following in her mother's footsteps of a career in the healthcare field where she can assist those who suffer from sport related injury and in general, help those who suffer from stress, fatigue and to alleviate chronic pain.



Angus Macphee was one of the founding fathers of the Public and Private Workers of Canada (PPWC). Angus emerged as the leader by choice of the group of activists who formed this union in 1963. He was our leader while active and our mentor after his retirement. The bursary is a small remembrance of his legacy by the PPWC.

ORVILLE BRAATEN MEMORIAL BURSARY

This year's awarded recipient is: Meadow Johnson

Meadow Johnson is working towards a Bachelor Degree in Business Administration through Okanagan College. We'd like to borrow a phrase from Meadow's bursary application which we feel is so applicable during our current time as we work through Covid, which is a phrase from author, Rick Warren, "Remember how far you've come, not just how far you have to go." An apt reminder.

Orville Braaten is one of the founding fathers of the Public and Private Workers of Canada (PPWC). Orville was the first to question the direction of the International Pulp Sulphite Union. He was the first to demand alternatives, the first to talk of Canadian ideals. The bursary is a small remembrance of his legacy by the PPWC.



Meadow Johnson, 2021 Orville Braaten Memorial Bursary Winner

PPWC would like to recognize and congratulate our bursary winners and wish them every success in their chosen fields.

PPWC PROMO SALE - More than a mere outfit.



\$20

Short Sleeve T-Shirt
(Dark Grey only)



\$20

Short Sleeve T-shirt
V-Neck (Light Grey only)
Crew Neck
(Light Grey, Dark Grey, Black)



\$20

Long Sleeve
T-Shirt
(Dark Grey only)



\$35

Golf Shirt
(Black, Navy, Green)



\$15

It's Golf Season!
Cap (Black only)



\$25

Henley Long Sleeve
with 3 Buttons
(Grey, Blue)



\$35

Black Hoodie



\$70

Jacket

Spring is in the air and now is the time to add to your wardrobe with these great PPWC wearables. Available for order at the cost identified plus shipping to your Local office. Please send your request through to your Local Administrator or directly to **National@ppwc.ca**.

UPCOMING EVENTS

APRIL 9

Pre-Wage Caucus Meeting

APRIL 19

Shop Steward Course
(Virtual) Local 8

MAY 26, 27 & 28

Audit Committee Meeting

JUNE 15

Audit Committee Meeting

JUNE 16 & 17

NEB Meeting

PPWC in the News

Ladysmith Sawmill - Local 8 Collective Agreement Update

Women in Forestry Virtual Summit - March 9, 2021

The Tyee - Trees to Pellets? Fort Nelson's Future Hangs in the Balance

The Narwhal - Fort Nelson BC Forest and Peak Renewables

PPWC - PPWC Celebrates Int'l Womens' Day 2021

PPWC - PPWC National VP1 Todd Smith conducts virtual Shop Steward Course (Local 8)

Vancouver Sun - We Can Protect Old Growth Forests and Forestry Jobs at Same Time

*Jan. - April, 2021

PPWC

Public and Private Workers of Canada



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